



State of New Hampshire
PUBLIC EMPLOYEE LABOR RELATIONS BOARD

AMERICAN FEDERATION OF STATE, COUNTY AND :
MUNICIPAL EMPLOYEES, AFL-CIO, COUNCIL 68 :
Petitioner :

v. :

CHESHIRE COUNTY COMMISSIONERS AND :
RICHARD WILSON, In his capacity as :
Administrator, Cheshire County Nursing :
Home :

Respondents :

CASE NO. A-0503:2

DECISION NO. 84-54

APPEARANCES

Representing the Petitioner, AFSCME:

Jeanne Moulton Green, Field Organizer
Gary Foster, Administrator

Representing the County Commissioners and Administrator:

Anne K. Morrill, Esq., Counsel
Richard Wilson, Administrator, Cheshire County Nursing Home

BACKGROUND

The American Federation of State, County and Municipal Employees, N. H. Council 68 (AFSCME) on June 5, 1984 again filed unfair labor practice charges against the Cheshire County Commissioners and Administrator, Richard Wilson (County) seeking a further Cease and Desist Order alleging that the Administrator positioned himself in full view of employees leaving the building, thereby intimidating the employees by his presence which prevented them from taking union literature, and prevented them from asking questions of the union representative. In addition, AFSCME alleged that all union material was being removed from the employees' bulletin boards while literature opposing the union remained posted.

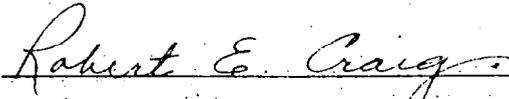
PELRB convened for an emergency meeting on June 7, 1984 at which time both parties were afforded an opportunity for testimony and cross examination on the events leading up to the filing.

After hearing the testimony and accepting pertinent materials, the Board issued the following decision:

DECISION AND ORDER

1. This request for a Cease and Desist Order is hereby dismissed.
2. PELRB reaffirms its decision in the current existing Cease and Desist Order allowing specific outside walkway and parking area access to employees.
3. Access to the bulletin boards either pro or con to Union organizing drive is available to all employees.

The intent of the Cease and Desist Order is to provide each side, labor and management, with a common ground to establish harmonious and cooperative labor relations.



ROBERT E. CRAIG, Chairman

Oral decision issued June 7, 1984. Chairman Robert E. Craig presiding. Members Seymour Osman and Russell Verney present and voting. Also present, Executive Director, Evelyn C. LeBrun.